



**DEPARTMENT OF THE ARMY**  
**U.S. ARMY ORDNANCE MISSILE AND MUNITIONS CENTER AND SCHOOL**  
**REDSTONE ARSENAL, ALABAMA 35897-6000**

REPLY TO  
ATTENTION OF

ATSK-CMT (600)

**JUL 18 2001**

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Letter 01-03, Equal Opportunity/Equal Employment Opportunity (EO/EEO)

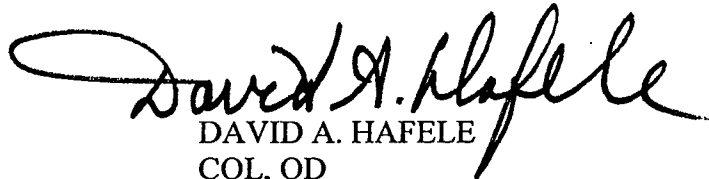
1. Purpose. To establish the US Army Ordnance Missile and Munitions Center and School (OMMCS)/59<sup>th</sup> Ordnance Brigade policy on EO/EEO.
2. References: AR 600-20, 15 Jul 99 and AR 690-600, 18 Sep 89.
3. Applicability. To all personnel and organizational elements assigned or attached to the US Army Ordnance Missile and Munitions Center and School (OMMCS)/59<sup>th</sup> Ordnance Brigade. The following applies:
  - a. For OMMCS/59<sup>th</sup> Ordnance Brigade to continue to be the best in the Army, we must pursue impartiality and equality of opportunity for all. Equal Opportunity is not just the right thing to do in the command; it is also a "COMMAND MULTIPLIER."
  - b. Discrimination and sexual harassment will not be practiced, condoned, or tolerated. As Commandant, I have a fundamental responsibility to ensure that human potential is maximized and fair treatment of all members of this command is based solely on merit, fitness, and capability without regard to race, color, religion, gender, or national origin. Additionally, civilian personnel are protected against discrimination based on age, mental or physical handicap, and/or against reprisal in an employment matter subject to the control of the Army.
  - c. Discrimination adversely affects morale and discipline, interferes with mission accomplishment, and negatively affects readiness. I will not tolerate acts of discrimination, and want to ensure we have a climate that encourages every member of this command to freely identify and report discrimination of any form without the threat of intimidation or reprisal.

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d. Equal Opportunity is a responsibility of leadership and a function of command. Soldiers and civilian employees must know their individual rights and make suggestions or recommendations for corrective actions. Leaders must be committed to personal involvement, must participate in the EO/EEO programs, and must promptly take corrective action when unfair practices are identified.

4. Providing a healthy EO/EEO climate is our obligation to all members and their families of the OMMCS/59<sup>th</sup> Ordnance Brigade. I expect nothing less than full command support of this policy with every member of this command held accountable if they violate this policy. I encourage everyone to use the EO complaint-resolution process to report violations.

A handwritten signature in black ink, reading "David A. Hafele". The signature is fluid and cursive, with a large loop at the beginning and a long, sweeping tail.

DAVID A. HAFELE  
COL, OD  
Commandant

DISTRIBUTION:

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